



U.S. Customs and
Border Protection



NTEU
The National Treasury Employees Union

Managers and Supervisors, Union Officials and Employees,

On January 4, 2011, the DHS Labor-Management Forum issued a **Joint Letter** to all Component Heads and Union Representatives concerning obligations under the **Executive Order (EO) 13522** on Creating Labor-Management Forums to Improve Delivery of Government Services.

In Customs and Border Protection, we have created Labor-Management Forums at the Headquarters level and are working together on establishing forums in the field at appropriate levels to facilitate a collaborative work relationship that promotes communication, information exchange, pre-decisional input, and problem resolution.

One of the strengths of pre-decisional involvement is improved decision-making and fuller implementation of decisions that acknowledge employee interests. The shared goal is to strengthen the quality of our services to the public. The parties are committed to engaging the Federal Labor Relations Authority (FLRA) and the Federal Mediation and Conciliation Services (FMCS) in joint training for field leadership and union officials on the EO, building collaboration skills, and laying the groundwork for productive field forums.

We are in the process of establishing a site on CBP.net for posting the minutes of the Headquarters Forums, the Forum Charters, and guidance materials for information sharing. Additional guidance on pre-decisional involvement will be provided through the Headquarters Forums in the near future as we work together to develop a shared understanding on how the pre-decisional process can best be utilized at the national and field level.

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